

OSR

25X1 OSR projects 14 vacancies with multiple candidates for each, although some individuals are candidates for as many as 5 positions. There are officers on the Development Roster with assignments and training for most of them. A heavy emphasis on the Program for Creative Management may be unrealistic in view of OTR's enrollment capacity.

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NFAC SUMMARY

Executive Positions (GS 15-17)

Projected Vacancies

FY 79
FY 80
FY 81



25X1

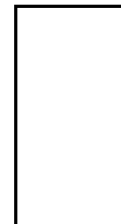
Accuracy of Last Year's Projection

Underestimated by 21

Executive List (GS 15-17)

Projected FY 79 Retirements/Resignations

GS 16-17



25X1

Projected Retirement Rate, GS-16 Up

11.1%

Executive Developmental Roster FY 79-81

Number

% ODS

GS-15
GS-14
GS-13



71%
55%
51%

Ratio of Developmental Experiences to Officers
on the EDR

1.9:1

% of Planned Developmental Experiences Achieved
Last Year

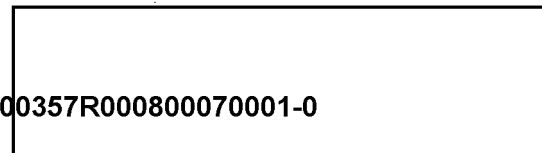
77%

Ratio of Executive Development Roster to Executive
Positions

1.6:1

25X1

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NFAC SUMMARY

NFAC has the lowest percentage of executive positions currently filled by fully-qualified officers. If FY 79 transfers from the Executive Development Roster to the Executive List are considered, the number of fully-qualified officers is still inadequate to staff NFAC's executive positions. The lists of vacancies and candidates, with multiple candidates for each, are misleading because of the number of individuals who are candidates for as many as six positions. Further, it is impossible to analyze from this data the impact of filling vacancies with candidates who are already occupying executive positions, i.e., the domino effect cannot be tracked from the PDP report.

NFAC has a good percentage of its GS 13-15 population on the Executive Developmental Roster. However, the number of fully-qualified officers will not equal the number of executive positions until officers can be developed to the fully-qualified level. This figure is in addition to the FY 79 transfers to the Executive List and does not include any contingency planning for unexpected vacancies and/or retirements, other than the four retirements already projected for FY 79. The numbers of GS-15 and GS-14 officers on the Roster suggest that NFAC has sufficient human resources for the period covered by the PDP, but that there is a critical need to ensure that the development of these officers takes place on a timely, if not accelerated, basis.

25X9

EEO achievements were below the objectives for women, but on target for blacks and Hispanics. Nevertheless, goals for all groups have been increased for the period FY 79-81.

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Projections for popular OTR courses appear to exceed reasonable enrollment possibilities. There is, however, a broad range of internal and external courses.

RECOMMENDATION: The shortfall of fully-developed officers will require special attention to ensure that development of officers on the EDR proceeds as outlined. Because training plans rely heavily on OTR courses which are in great demand Agency-wide, the NFAC Career Management Officer should ensure that the available slots in these courses are filled by the PDP-identified individual for whom the particular course is most appropriate.

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NFAC OFFICE SUMMARIES

OSI

Eleven vacancies projected: 5 in FY 79, 5 in FY 80, and 1 in FY 81. Several candidates are listed for each, but only 6 of 24 are judged to be fully qualified. Three of the FY 79 positions apparently do not have full-qualified candidates. There appears to be a logical sequence of training and assignments planned for those candidates who need further development. There are [] officers on the EDR.

25X1

ORPA

Thirteen vacancies are projected: 3 in FY 79, 6 in FY 80, and 4 in FY 81. Several candidates are listed for each, and several individuals are listed for more than one vacancy. The EDR lists [] officers. Suggested assignments include rotational assignments outside ORPA. Training is spotty and includes 9 sabbaticals in FY 81.

25X1

OCR

Four vacancies are projected: 1 in FY 79, 2 in FY 80, and 1 in FY 81. Three candidates are listed for each. There are [] officers on the EDR. Training and developmental assignments appear to be reasonable if the requirement for supervisory/managerial experiences for GS-13's can be met.

25X1

OIA

Six vacancies are projected: 1 in FY 79, 2 in FY 80, and 3 in FY 81. At least three candidates are listed for each vacancy, with some individuals listed for as many as four positions. [] officers are listed on the EDR. Many of the assignments and training

25X1

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courses are not planned for a specific year (i.e., listed as 1979/1981) and the projections for popular OTR courses appear to exceed reasonable enrollment possibilities. The timing factor is not a problem per se, but the numbers of people slated for popular courses will need to be closely monitored by the office.

OWI

Twenty-three vacancies are projected: 3 in FY 79, 16 in FY 80, and 4 in FY 81. Several candidates, and as many as 6, are listed for each vacancy. There are ☐ officers listed on the EDR. Forty-three of those have only their present assignments listed. All have training courses listed. There appears to be a good balance of management and technical courses.

OGCR

Nineteen vacancies are projected: 1 in FY 79, 4 in FY 80, and 14 in FY 81. Each vacancy has several candidates listed, but some individuals are listed for as many as six vacancies. The ratio of candidates to projected vacancies is 1.2:1. Assignments appear to correspond to vacancy lists rather than being intended as developmental actions. Training is planned for each officer on the EDR with heavy emphasis on a few OTR core courses.

OER

Twenty-three vacancies are projected: 8 in FY 79, 7 in FY 80, and 8 in FY 81. Several candidates are listed for each vacancy and those fully qualified are so identified. Assignment and training plans for the ☐ on the EDR include rotation and TDY's as developmental actions. Assignments are listed in general terms and options are given where possible.

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O/NFAC

Thirty-six vacancies are projected: 15 in FY 79, 10 in FY 80, and 11 in FY 81. For 22 of these, no candidates are listed. Planning for these rotational assignments is done by the NFAC assignments panel six months in advance. For the other 14 vacancies, candidates are listed but include a GS-12 as the only candidate for a FY 79 GS-15 vacancy and a GS-16 for a GS-15 vacancy. The EDR lists ☐ officers, with no training planned for 4 (1 overseas) and no training until FY 81 for several others.

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